



OAKLYN POLICE DEPARTMENT



Recruitment Plan

GOALS AND OBJECTIVES:

The goal of the Oaklyn Police Department Recruitment and Hiring Plan is to attract qualified and diverse candidates to pursue a career in law enforcement as an officer for the Borough of Oaklyn. The objective is to achieve an overall racial and gender composition of the department in comparison to the service population of the Borough through the department's recruiting activities. The Oaklyn Police Department will make a good faith effort to meet the specific goals for recruiting a diverse workforce, in terms of people of color and gender diversity. The goals and objectives shall be accomplished through various recruitment activities listed in the Recruitment Activities specified herein.

GENERAL:

The Oaklyn Police Department is non-Civil Service jurisdiction and adheres to the New Jersey Revised Statutes 40A:14-123.1a and the New Jersey Administrative Code in its recruitment and selection process.

The Borough of Oaklyn does not have a residency requirement. Applicants may reside in any Borough or Municipality within the state of New Jersey. The appointing authority may, in accordance with NJAC, classify all the duly qualified applicants for the position(s) to be filled in the following classes:

- Residents of the Borough/Municipality.
- Other residents of the County in which the Borough/Municipality is situated.
- Other residents of the State.
- All other qualified applicants.

The Oaklyn Police Department is an equal opportunity employer who remains committed to the ideals of diversity and inclusiveness of men and women of all races, creeds, religions, and ethnicities. It is therefore the policy of the Oaklyn Police Department to seek out and hire only the most qualified police applicants.

CURRENT DEMOGRAPHICS: Borough of Oaklyn

DATA BASED ON 2020 CENSUS RACE / ETHNICITY	POPULATION		CURRENT SWORN OFFICERS		CURRENT SWORN FEMALE OFFICERS	
	#	%	#	%	#	%
White	3135	80%	13	86.6%	1	7%
Black / African	175	4%	0	0%	0	0%
Hispanic – Any Race	361	9%	1	6.7%	0	0%
American Indian / Alaska Native	8	<2%	0	0%	0	0%
Asian	94	2%	1	6.7%	0	0%
Native Hawaiian / Pacific Islander	1	<1%	0	0%	0	0%
Other Race	11	<1%				
Two or More Races	153	4%	0	0%	0	0%
TOTAL(S)	3938	100%	15	100	1	7%

***Oaklyn Gender Ratio:
 Female 2,013 – 51.07%
 Male 1,925 – 48.93%

RECRUITMENT ACTIVITIES: *(these activities may include, but not be limited to the following:)*

ACTIVITY 1: Identify and maintain contact with local minority organizations and social support groups including, but not limited to, educational, religious, ethnic, racial, and gender-based organizations.

- Providing recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Attending career fairs in the local school district and other Camden County school districts.
- Drafting, printing, and distributing informational brochures, pamphlets, posters and/or other materials which may attract qualified persons to the Oaklyn Police Department.
- Making the maximum use of the Borough Oaklyn’s website to attract qualified candidates to the Oaklyn Police Department.

ACTIVITY 2: Attend community and school events including, but not limited to, Civic Association events and Career Days.

ACTIVITY 3: Post future openings for sworn positions on the Borough and Oaklyn Police Department websites, social media outlets, newspapers, and by any other means that become available.

ACTIVITY 4: When applicable, contact police academies and obtain a list of eligible officers.

ANNUAL REVIEW, EVALUATION, AND REPORTING:

The Chief of Police, or Designee, shall conduct an annual review of the Recruitment Plan and shall, but not limited to, performing an annual agency demographic review, determining whether any substantial disparities have been reduced, and if need be, revise the Recruitment Plan accordingly if the goals and objectives are not met.

N.J.S.A. 52:17B-4.10 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st from the preceding year. The data required to be reported is listed in the New Jersey Attorney General Guideline “Promoting Diversity in Law Enforcement Recruiting and Hiring” in Paragraph III.

RESOURCES:

<https://worldpopulationreview.com/us-cities/oaklyn-nj-population>

<https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>

<https://www.nj.gov/oag/dcj/agguide/directives/Appendix-A.xisx>